

MANAGEMENT EMPLOYEE BENEFIT OVERVIEW

<i>BENEFIT</i>	<i>DESCRIPTION</i>
<i>Monthly Benefit Allotment</i>	\$2,060, to purchase medical, dental, and life insurance, with unused portion paid to you as cash
<i>Medical Health Plans</i>	Blue Shield PPO Blue Shield PPO Savings Plus 2250 (High Deductible Plan) Blue Shield HMO Health Net HMO Kaiser HMO
<i>Dental Plans</i>	Delta Dental (without orthodontic benefits) Delta Dental (with orthodontic benefits for children only) DeltaCare (PMI) Dental
<i>Vision Plan</i>	Medical Eye Services (MES) – Optional
<i>Life Insurance</i>	\$5,000 Term Life Insurance (Optional additional life insurance, paid by you, at 1X, 2X, or 3X your salary)
<i>Term Life/ Accidental Death & Dismemberment</i>	\$50,000 coverage paid by AQMD (Additional optional coverage paid by you)
<i>Long-Term Disability Coverage</i>	Paid by AQMD
<i>Employee-Paid Long-Term Care Plan</i>	Optional
<i>Section 125</i>	Optional (Medical Reimbursement Plan, Dependent Care Plan, Premium Conversion Plan)
<i>Work Schedule</i>	Four 10-hour days, Tuesday through Friday
<i>Vacation</i>	80 hours per year, increasing to 120 in years two through five
<i>Holidays</i>	12 paid holidays per year
<i>Sick Leave</i>	100 hours per year
<i>Other Leaves</i>	Bereavement Leave Catastrophic Leave Jury Duty Leave Military Leave Witness Leave
<i>Professional Licenses & Memberships</i>	Reimbursed up to \$300 per year; \$478 for attorney bar dues
<i>Physical Examination</i>	Reimbursed up to \$300 per year
<i>Salary Continuation Plan</i>	Eligible after one year of service
<i>Tuition Reimbursement</i>	Reimbursed up to \$2,000 per year
<i>Deferred Compensation (457 Plan)</i>	AQMD matches, dollar for dollar, 100% of your regular contribution, up to the IRS maximum
<i>Retirement</i>	2% @ 55 defined benefit plan administered by San Bernardino County Employees' Retirement Association (SBCERA), which has reciprocity with most other public retirement systems. AQMD contributes 20.74% of gross salary plus certain other pay. You contribute from 3.25% to 5.18% of gross salary plus other pay, depending on your age at entry. Employees pay only the Medicare portion of Social Security.